



From the Office of
the Fire Chief ...

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JUN 27 2018
BY: *AS Kecinf*

February 16, 2018

TO: ALL MEMBERS

SUBJECT: FIRE CHIEF EXPECTATIONS OF WORKPLACE BEHAVIOR

***"I firmly believe that our mission to protect lives, property
and each other, is a much stronger bond among us...
than any issue that may divide us"***

One of the most important responsibilities all Officers have, is to recognize small issues, which if not addressed immediately, can grow into larger issues. One such issue, is the importance of appropriate workplace behavior.

Recently, I have become aware of a few situations which have caused me concern over the workplace environments currently being experienced by our members. These include:

- On-duty heated discussions regarding the perception of a lack of patriotism by NFL players kneeling during the national anthem.
- A perceived lack of sensitivity in addressing members of color during an investigation.
- A near physical altercation due to a late relief issue between members of different ethnicities.

These types of issues and incidents are divisive and can erode our ability to accomplish our collective mission to protect the lives and property of the people of Los Angeles. For the sake of our members and those we serve, that is something we cannot afford. These occurrences can be attributed to a number of factors and theories such as:

- An individual's inability to understand the cultural, societal or historical experiences of different ethnic, gender, generational, and philosophical groups.
- The constant exposure to various media sources expressing varying opinions relating to current perceived acts of defiance towards our government, lack of respect for our flag or love for our country.
- An unrealistic belief that we must all have the same level of tolerance and acceptance for behaviors and comments which may be in conflict with our own.

To proactively address the issues I have previously described, I want to make clear my expectations of our members. **It is my expectation...**

- That all Officers, Managers and Supervisors perform their duties in a manner that fosters a professional and respectful workplace free of discrimination, harassment, retaliation and hazing.
- That all members work towards maintaining a respectful work environment, by behaving in a manner that is in line with our policy of zero tolerance towards discrimination, harassment, retaliation and hazing.
- And especially important, that all members use the title "**Firefighter**" rather than "Fireman" as defined in the Consent Decree between the LAFD and the Department of Justice in 1974.

For more detailed information regarding these expectations and proper conduct, members are encouraged to review the following documents:

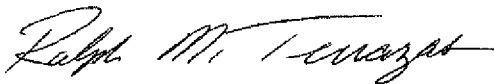
- LAFD Rules and Regulations
- LAFD Discrimination Prevention Policy and Complaint Procedures
- LAFD Sexual Harassment Prevention Policy and Complaint Procedures

To reinforce my expectations and to address any questions or concerns expressed by our members, I have directed all Battalion Commanders to personally deliver this message to their areas of responsibility.

To further assist our members in meeting my expectations, we are currently creating a comprehensive personal and professional development plan. This plan will include various training classes and methods, developing a departmental unit focused on assisting our Officers, Managers and Supervisors with difficult workplace issues and the implementation of surveys to better gauge our effectiveness.

It is critically important that we recognize that we are not a team only because we work together. We are a team because we respect, trust and care for each other as we accomplish our collective mission of protecting the lives and property of the people of Los Angeles.

Stay safe,



RALPH M. TERRAZAS
Fire Chief

ECONOMIC DEVELOPMENT COMMITTEE REPORT relative to the Year 19 Workforce Development Board (WDB) Annual Plan for Program Year 2018-19.

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. APPROVE the recommendations contained in the City Administrative Officer (CAO) report dated June 21, 2018, attached to the Council file, relative to the Year 19 WDB Annual Plan for Program Year 2018-19, with the following amended language for Recommendation 3:

Find that it is beneficial to the City, and, therefore more feasible, for the Economic and Workforce Development Department (EWDD) to execute contracts with the service providers listed in the Year 19 WDB Annual Plan, effective June 30, 2018, to June 30, 2019, subject to City Attorney review and approval as to form and legality, and compliance with City contracting requirements;

2. REQUEST the WDB, and INSTRUCT the EWDD, to:
 - a. Transmit the Gender Equity Policy during the first quarter of Fiscal Year 2018-19.
 - b. Monitor the proposed new policies and report on any impact incurred by the operators or the department as a result of the new policies.
3. INSTRUCT EWDD to work with the Mayor's Chief Procurement Officer on the WorkSource Center request for proposal.

Fiscal Impact Statement: The CAO reports that there is no additional impact on the General Fund. The above recommendations involve the allocation of approximately \$72.4 million toward the WDB Program Year 2018-19 (Fiscal Year 2018-19) Annual Plan from various federal and state grants, and local sources, including the Workforce Innovation and Opportunity Act, Los Angeles County Grants and other formula and competitive grant sources. The above recommendations comply with the City Financial Policies in that federal, state and local grant sources and the 2018-19 Adopted Budget support budgeted costs in the Annual Plan.

Community Impact Statement: None submitted.

SUMMARY

At the meeting held on June 26, 2018, your Economic Development Committee considered a WDB and EWDD joint report, CAO report, and Chief Legislative Analyst report relative to the Year 19 WDB Annual Plan for Program Year 2018-19. The CAO reports that approximately \$72.4 million is available to implement the strategies and activities in the Year 19 Annual Plan. Funding sources include the federal Workforce Innovation and Opportunity Act formula/base grant and competitive grants, Los Angeles County grants, various other grants and special funds, and the General Fund. The WDB, Council and Mayor are responsible for approval of the Annual Plan. A draft Year 19 Annual Plan was released for the required 30-day public comment period from April 17, 2018 through May 17, 2018. The WDB Executive Committee considered and